

Curriculum Vitae

PERSONAL INFORMATION

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|----------------------------|---|--|
| First name: | Elvir | |
| Last name: | Čizmić | |
| Date of birth: | 31. 03. 1972 | |
| Private address: | Sarajevo | |
| Telephone: | Home: | Business: +387 (0)33/275-951 |
| | Fax: +387 (0)33/275 994 | GSM: |
| E-mail: | elvir.cizmic@efsa.unsa.ba | cizmic_elvir@yahoo.com |
| Personal Web page: | www.efsa.unsa.ba | |
| Fields of interest: | Strategic management; Entrepreneurship, Human resources management; Project management; Business decision making; Total quality management, Marketing and other fields of economy and business-generally; | |

EDUCATION BACKGROUND

| Name of institution | Dates attended | Qualification achieved |
|-------------------------------|--------------------------|-----------------------------|
| Faculty of economics Sarajevo | regular finished at 1999 | Graduate diploma study |
| Faculty of economics Sarajevo | regular finished at 2005 | Post-graduate study; M. Sc. |
| Faculty of economics Sarajevo | regular finished at 2008 | Doctoral study; Ph. D. |
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Working Knowledge of Foreign Languages [from 1 to 5 (1 = weak, 5 = excellent)]

| Language | Reading | Speaking | Writing |
|------------------|---------|----------|---------|
| English language | 5 | 5 | 5 |
| German language | 2 | 2 | 2 |

ADDITIONAL SKILLS/ABILITIES (eg. computer software knowledge, driving license...)

| SKILL/ABILITY | Description |
|-------------------|---|
| Computer programs | MS Office, MOODLE, Microsoft Project, CorelDraw, Adobe photo shop, SPSS, PhStat, etc, |
| Driving license | B - category |

PRESENT POSITION:

| | | |
|--------------------------|--|--------------------------------|
| Institution: | Faculty of economics and business Sarajevo/Sarajevo University | |
| Position: | Associate Professor | |
| Business Address: | Trg Oslobođenja 1; 71000, Sarajevo, | |
| Postal code: | City: 71000 | Country: BiH |
| Phone: | +387 (0)33/275-928 | Fax: +387 (0)33/275 994 |
| E-mail: | elvir.cizmic@efsa.unsa.ba | |
| Website: | www.efsa.unsa.ba | |

EMPLOYMENT HISTORY

Previous full-time positions:

| Institutions | Dates | Position held |
|---|-----------------|------------------------------------|
| Sarajevo insurance company – branch office Zenica, | 1999 – 2002 | Agent of insurance |
| Agency for privatization of ZE – DO Canton, | 2000 – 2001 | Member of board of directors, |
| Privatization investment fund Prof +, | 2000 – 2001 | Regional manager for ZE-DO Canton, |
| «Natron d.d. Maglaj»-paper industry | 2004 – 2006 | Member of board of directors |
| «JP Elektroprivreda BiH dd Sarajevo»-BiH Electricity industry | 2008 – may 2011 | Member of supervisory board |
| «Privredna banka dd Sarajevo-Economic Bank of Sarajevo» | 2012 – ongoing | Member of supervisory board |

MEMBERSHIP IN PROFESSIONAL BODIES/ORGANIZATIONS

1. Agency for Development of Higher Education and Quality Assurance of Bosnia and Herzegovina, Experts - representatives of the academic community in BiH List from may 2014.
2. University of Sarajevo Board of Finance, January, 2014-Univerzitet u Sarajevu Odbor za Finansije, Januar, 2014.
3. UNDP Data Base of consultants/experts from november 2013-UNDP Baza konsultanata/eksperata od novembra 2013. godine.
4. Member of Program Board, Third International Scientific Conference "Economy of Integration"- ICEI 2013; „Using Knowledge to Move from Recession to Prosperity" 6-7 December, Tuzla, Bosna i Hercegovina;
5. Universal Journal of Management, Horizon Research Publishing Corporation, USA, Member of Editorial Board, http://www.hrpub.org/journals/jour_info.php?id=21
6. Full Fellow of 3EP (European Entrepreneurship Educators Program),
7. Member of «Association of Economists in Sarajevo»,

KEY QUALIFICATIONS

1. Philosophy degree (Economy and Business),
2. Master of science (Business Economy-Management and IT),
3. Graduate diploma study (Marketing),
4. High School Metallurgy – chemical technical school «Đuro Salaj»,
5. Advanced courses of English language Muwafaque – Zenica,
6. Various kind of seminars for property insurance and liability insurance,

SPECIFIC PROFESSIONAL EXPERIENCE (MANAGING PROJECTS FOR FACULTY/UNIVERSITY)

1. Project team leader-Project:Organisation structure redesign and new job systematization projecting for company Energoinvest dd Sarajevo (jun-december 2013. godine).
2. Expert participation in HELP NGO project BOS 203: Decreasing of Poverty through Local Economic Development of Central Bosnia and Herzegovina Support; Expert training enforcement for Entrepreneurship and Business Planning, March, April, 2013.
3. Full awarded fellowship: 3EP-European Entrepreneurship Educators Programme-European Commission and Faculty of Economics/University of JJ Strossmayer Osijek, 26-31. Januar. 2013.
4. Seminar/Summer School Delegate: 3EP-European Entrepreneurship Educators Programme-European Commission and Faculty of Economics/University of JJ Strossmayer Osijek, Croatia, 26-31. 08. 2012.
5. Project-Member of the project team for preparation and implementation (mart-may 2010.)-„Forth Counseling about Reform of Higher Education Sarajevo University“ Co-chairmen of the social science group (Faculties of Sarajevo University) which took place at Faculty of Economics and Business Sarajevo/Sarajevo University.

6. Project-Member of the project team for preparation standards and information for Austria Agency for Quality Assurance-AQA-My duty was-Preparation information and presentation for connection between faculty strategy and quality policy and quality assurance process in it.
7. Project-Project leader (2010, may, june, july) Designing the Faculty of Economics and Business Sarajevo Strategy (Redesign of Mission, Vision and Strategic plan with creating Strategic map according to balanced scorecard model (combine of Learning school, Design school and Contingency school of strategic management during project realization-Document presented and accepted at the middle of the july 2010 and it includes the faculty commitment to the quality standards and accreditation.
8. Project-Humanitarian organization HELP (Hilfe fur selbsthilfe) in cooperation with Foreign department ministry of Germany; Teacher in short training „Development of entrepreneurship in rural B&H municipalities” December 2009-Januar 2010.
9. Project-Project leader of the overall analyzes of the all faculty processes-Evaluation by the student (quality of the lecturers and programs)-Self-evaluation (professional and administrative staff)-Evaluation of institution (1. internal-by the employees-lecturers and administration; 2. external-by the member of the BAB-Business Advisory Board-various managers from the best B&H companies-this aspect will be realized during the first half of the December 2010)
10. Project-Member of leading team for the implementation and realization of the process AACSB accreditation of the Faculty of Economics and Business Sarajevo, preparation plan draft-Accreditation standards in my charge (continuous objective improvements, student admission, student retention, student mission compatibility,) ongoing-currently in realization
11. Project-Member of leading team for EFMD-EPAS process of accreditation-ongoing-currently in realization.
12. Project-Member of leading team for Student Electronic Card System implementation at the Faculty of Economics and Business Sarajevo/Sarajevo University-currently introducing.
13. Other projects-Preparation of the new ECTS 2010 catalogue, Projects of summer schools, Implementation of questionnaire project for gathering data and information about quality implementation and assurance in faculty, Project of preparation ICES-international scientific conference 2006., 2008., and 2010., etc.
14. Other duties-Monitoring process of student mobility and some internationalization processes, Creating new procedures and documentation-(for example-learning agreement) and all the management activities are generally focused on fully implementation of Bologna principles and improving all aspects of quality in our organization.

ADDITIONAL SPECIFIC PROFESSIONAL EXPERIENCE

1. Co-supervisor of Project: The organisational structure redesign of the Energoinvest dd Sarajevo Company (Suvoditelj projekta redizajniranja organizacione strukture kompanije Energoinvest dd Sarajevo (jun- 2013. - ongoing)-Mintzberg methodology application..
2. Expert participation in HELP NGO project BOS 203: Decreasing of Poverty through Local Economic Development of Central Bosnia and Herzegovina Support; Expert training enforcement for Entrepreneurship and Business Planning, March, April, 2013.- Stručna participacija u okviru HELP-ovog projekta BOS203: Smanjenje siromaštva kroz podršku lokalnom ekonomskom razvoju u centralnoj BiH; Implementacija stručnih treninga na polju preduzetništva i biznis planiranja; mart, april, 2013.
3. Full awarded fellowship: 3EP-European Entrepreneurship Educators Programme-European Commission and Faculty of Economics/University of JJ Strossmayer Osijek, 26-31. Januar. 2013.
4. Seminar/Summer School Delegate: 3EP-European Entrepreneurship Educators Programme-European Commission and Faculty of Economics/University of JJ Strossmayer Osijek, Croatia, 26-31. 08. 2012.
5. Project Coordinator on EU Project “Support to Higher Education Reform in BiH”; Project founded by the EU IPA Funds; GOPA World Consultants; 01. October 2010-October 2011;
6. Seminar: Leadership skills, MATE Zagreb and Zagreb School of Economics and Management cooperation, Workshops: leadership, communication, recruitment interview, etc. may 2010.
7. Seminar: Professor Robert Kaplan: “Balanced Scorecard Summit in Sarajevo” ICPE-International Center for Professional Education, Sarajevo, November 2008.
8. TEMPUS Program of the European Commission Project “Joint Master Program in Public Sector and Environmental Economics” and Project “Third Cycle Doctoral Program in Economics and Business; October, 2010,
9. Member of Expert team for design of strategic plan for energy sector development of F BiH (2009); http://www.fbihvlada.gov.ba/bosanski/izdvajamo/SPP-SAZETAK/SPP-SAZETAK_NASLOV_FINALNI.pdf
10. Course: “The features and trends of workforce market in Bosnia and Herzegovina”, Faculty of Economics and Business Sarajevo-Professional Development of Educational Staff Centre, UNDP and Agency for Social and Employment Affair, Sarajevo, February, 2007.

11. Seminar: "Methodology of scientific researching work" International Forum Bosnia-Sarajevo, October - November 2006.
12. Seminar: "Strategic Management", USAID, University of Delaware and Faculty of Economics and Business Sarajevo, Sarajevo, November 2006.
13. Seminar: "How to position your brand uniquely", Faculty of Economics and Business Sarajevo, Sarajevo, October 2006.
14. In Canada Faculty development initiative Workshop, University of Alberta International and E-net center Faculty of Economics and Business Sarajevo, Canada, Alberta, Edmonton, June 2006.
15. TEMPUS project of European Union, Educational visit refer to the management subject, (SAA-Scuola di Amministrazione Aziendale, Università Degli Studio di Torino-School of Management, University of Torino), Italy, Torino and Faculty of Economics and Business Sarajevo, May 2006.
16. Data Analysis Seminar, USAID, University of Delaware and Faculty of Economics and Business Sarajevo, Sarajevo, January 2006.
17. Introduction to Active Learning, Multiple choice Writing, and Use of Instruction Technologies as part of the Faculty Development Initiative, University of Alberta International i E-net center, Sarajevo, January 2006.
18. Seminar: "How to speak with confidence" Development of Educational Staff Centre and Delaware University, University of Delaware and Faculty of Economics and Business Sarajevo, Sarajevo, January, 2006.
19. Lecturing „Project management“ Seminar International Forum Bosnia-Sarajevo, Sarajevo, May, 2006.
20. Lecturing „Team building“ Regional Economic Community - REZ Zenica, Zenica, May 2006.
21. 1996 – 1997 OSCE – Project for registration of electors, field office Zenica,
22. Lecturing and counselling «Entrepreneurship and economic development» Commercial Chamber of ZE - DO Canton, may. 2000,
23. Participation in working of expert team for defining economic development directions of ZE – DO Canton with collaboration of OSCE – march. 2001,
24. Lecturing «Public relations» for LYO (Local Youth Organization) – ZE – DO Canton January. 2002,
25. Teaching assistant Faculty of economics Sarajevo; (subject: Management-2002-2007);
26. Teaching assistant Faculty of economics Sarajevo; (subject: Project Management-2003-2007);
27. Teaching assistant Faculty of economics Sarajevo; (subject: Business decision making-2003-2007);
28. Teaching assistant Faculty of economics Sarajevo; (subject: Human resources management-2005-7);
29. Assistant Professor; (subject: Entrepreneurship-2008/09/10);
30. Assistant Professor; (subject: Organization-2009/10);
31. Assistant Professor; (subject: Business Decision Making-2009/10);
32. Assistant Professor; (subject: Real Estate Management-2009/10));
33. Associate Professor; all earlier subjects and Property Market Analyses subject within specialist master program-Master of Property – Applied Finance.

BOOKS

1. Čizmić, Elvir; Trgo, Adil; Savremeni Menadžerski Koncepti-Contemporary Managerial Concepts, Faculty of Economics and Business Sarajevo, Sarajevo University, 2010, ISBN: 978-9958-25-040-8
2. Čizmić, Elvir; Crnkčić, Kenan; Strateško preduzetništvo-Strategic Entrepreneurship, Faculty of Economics and Business Sarajevo, Sarajevo University, 2012, ISBN: 978-9958-25-073-6

REFERENCES – BIBLIOGRAPHY

I. PAPERS PUBLISHED IN REFEREED PROCEEDINGS (CONGRESSES, CONFERENCES, ETC)

1. Čizmić, Elvir; Šunje, Aziz; «The impact of balanced scorecard strategic concept application on a strategy implementation of Bosnia and Herzegovina companies», ALMA MATER STUDIORUM-UNIVERSITA di BOLOGNA (SEDE di FORLI FACOLTA di Economia), "INTERNATIONAL CONFERENCE-The evolution of management concepts in international arena-A challenge for transition countries"; november, 2007.; <http://www.poloforli.unibo.it/NR/rdonlyres/85042D2C-3AC2-423C-807A-9FD0000BE26E/123683/Proceedings.PDF>
2. Čizmić, Elvir, Veselinović, Ljiljan, „National “balanced scorecard” concept as an accelerant of the Bosnia and Herzegovina economic development“, Conference Proceedings, International Conference of Economic Science-ICES 2008: „Transitional Challenges of EU Integration and Globalization“, October, 2008., Sarajevo, BIH; <http://econ.core.hu/file/download/konfea/ICES2008%20Conf%20Program%201809%20B5.pdf>

3. Čizmić, Elvir; Brdarević, Safet; "The balanced scorecard concept application as an accelerant of organizational strategy implementation quality" 6th Research/Expert Conference with International Participations „Quality 2009“, June 04-07, 2009. Neum, BiH; ISSN 1512926; <http://quality.unze.ba/final%20program%202009.pdf>

II. PAPERS PUBLISHED IN PROFESSIONAL PROCEEDINGS

1. Šunje, Aziz; Čizmić, Elvir; «Preduzetništvo kao preduvjet ekonomskog razvoja-Entrepreneurship as a precondition of economic development», Faculty of economics Sarajevo Periodical. num. 25, 2005., 475-499 pg., ISSN 0581-7439
2. Šunje, Aziz; Čizmić, Elvir; «Kontrola organizacionih sistema korištenjem Six. Sigma modela-Organizational systems control using Six Sigma model» Faculty of economics Sarajevo Periodical. num. 26, 2006., 269-289 pg., ISSN 0581-7439
3. Čizmić, Elvir; Imamović-Čizmić, Kanita; «Opće naznake o Indeksu ekonomskih sloboda i faktorima koji ga određuju sa osvrtom na Bosnu i Hercegovinu-General indications index of economic freedom and the factors which determined it», Periodical for social Issues, Sarajevo University, 2006., 225-248 pg., ISSN 0032-7271
4. Čizmić, Elvir; Imamović-Čizmić, Kanita; «Uloga obrazovanja i znanstvenih radnika u procesu ekonomskog razvoja-The role of education and scientists in economic development process», Periodical for social Issues, Sarajevo University, 2007., 137-174 pg., ISSN 0032-7271
5. Čizmić, Elvir; Pehlić, Izet; „Knowledge management and balanced scorecard concept principles application as an accelerant of organizational efficacy-Primjene principa upravljanja znanjem i balanced scorecard koncepta kao katalizator uspješnosti organizacije“; Zbornik radova Islamskog pedagoškog fakulteta u Zenici; 2008., 215-245 pg., ISSN 1840-4448
6. Trgo, Adil; Čizmić, Elvir; „Organizational efficacy as a function of knowledge management and balanced scorecard concept principles application-Uspješnost organizacije kao funkcija primjene principa upravljanja znanjem i balanced scorecard koncepta“, Zbornik radova Fakulteta za poslovni menadžment, Univerzitet Džemal Bijedić Mostar, štampan u decembru, 2008., 37-64 pg., ISSN 1512-8377
7. Čizmić, Elvir; Trgo, Adil; „Project defining as a key precondition of its implementation quality-Definiranje projekta kao ključni preduvjet kvaliteta njegove implementacije“, Zbornik radova Fakulteta za poslovni menadžment, 2009., 1-22 pg., Univerzitet Džemal Bijedić Mostar, ISSN 1512-8377,
8. Đonlagić, Dženan; Čizmić, Elvir; «Menadžerski modeli optimizacije finansiranja elektroenergetskog sektora u Bosni i Hercegovini- Managerial models for financing optimization of electric energy sector in Bosnia and Herzegovina» Faculty of economics Sarajevo Periodical. num. 29, 2009., 219-242 pg., ISSN 0581-7439
9. Čizmić, Elvir; Pehlić, Izet; „Interpersonal aspects of managerial referential power and emotional intelligence as a precondition of effectively organization running- Interpersonalni aspekti referentne moći i emocionalne inteligencije menadžera kao preduvjet efektivnog vođenja organizacije“; Zbornik radova Islamskog pedagoškog fakulteta u Zenici; 2009., pg., ISSN 1840-4448
10. Čizmić, Elvir; The balanced scorecard concept as a managerial tool for organizational strategy’s formulating and implementing- Case for analyzes: School of Economics and Business Sarajevo, Periodical „Forth Counselling about Reform of Higher Education Sarajevo University, Zbornik radova “IV savjetovanje o reformi visokog obrazovanja na UNSA” october 2010. 61-78 pg., ISBN 978-9958-600-23-4
11. Imamović-Čizmić, Kanita; Elvir, Čizmić; Dualna Priroda Instituta Pravednosti u Pravu Konkurencije-Dual Nature of the Institute of Fairness in Competition Law, Periodical for social Issues, Sarajevo University, 2010. maj/May-august/August, 101-123 pg., ISSN 0032-7271 (Print); ISSN 1986-5244 (Online).
12. Trgo, Adil; Čizmić, Elvir; Crnkić, Kenan; Micro Entrepreneurship-A Myth or An Imperative for The Economic Development of Bosnia and Herzegovina, ICES 2010: „ Economic Development Perspectives of SEE Region in the Global Recession Context “, October, 2010., Sarajevo, BIH;
13. Čizmić, Elvir; Hadžiselimović, Venan; Crnkić, Kenan; Business Decisions Making Considering Marketing Information-Oil and Oil Derivatives Industry in Bosnia and Herzegovina; ICES 2010: „ Economic Development Perspectives of SEE Region in the Global Recession Context “, October, 2010., Sarajevo, BIH;
14. Čizmić, Elvir; Crnkić, Kenan; „Enhancing organizational effectiveness and efficiency through balanced scorecard application” "Problems and Perspectives in Management", issue 4 (cont.), november-december, 2010; 137-149 pg., ISSN 1727-7051 http://www.businessperspectives.org/component/option,com_journals/task,issue/id,146/jid,3/Itemid,74/ (refere to EconLit, ABI/INFORM, PAIS International, Cabell)

15. Crnkić, Kenan; Čizmić, Elvir; Adil, Trgo; Mikrokrediti kao „conditio sine qua non“ razvoja inicijalne preduzetničke aktivnosti; Zbornik radova-Konferencija Razvoj Poslovanja 2010; Proceedings-Conference: Business Development 2010; Novembar EFZE; 173-186 pg; ISSN 1840-4006,
16. Čizmić, Elvir; Crnkić, Kenan; Adil, Trgo; The Corporation Governing through Integration of Strategic and Operational Aspects of BSC-Korporativno upravljanje kroz integriranje strateških i operativnih aspekata balanced scorecard koncepta; Zbornik radova-Konferencija Razvoj Poslovanja 2010; Proceedings-Conference: Business Development 2010; Novembar EFZE; 553-566 pg; ISSN 1840-4006,
17. Čizmić, Elvir; Balanced scorecard implementation as a precondition of organizational business integral quality development-Primjena balanced scorecard koncepta kao preduvjet razvoja integralnog kvaliteta poslovanja organizacije, Seminar: System Quality Implementation Effects, Periodical-Zbornik radova, University Zenica-Machinery Faculty Zenica-Quality Association of Bosnia and Herzegovina, 2009-10., 31-46 pg., ISSN 1986-5082,
18. Imamović-Čizmić, Kanita; Crnkić, Kenan; Elvir, Čizmić; Primjena makroekonomskog menadžerskog modela u upravljanju razvojem Bosne i Hercegovine; Zbornik radova-Konferencija Razvoj Poslovanja 2011-Ekonomska politika i poslovanje malih i srednjih preduzeća; Macroeconomic managerial model application in governing of Bosnia and Herzegovina development; Proceedings-Conference: Business Development 2011-Economic Policy and Small-Medium Enterprises; November EFZE; 35-48 pg; ISSN 1840-4006,
19. Crnkić, Kenan; Čizmić, Elvir; Aziz, Šunje; Kreativno promišljanje i inovativnost kao ključ uspješnog preduzetničkog djelovanja; Zbornik radova-Konferencija Razvoj Poslovanja 2011-Ekonomska politika i poslovanje malih i srednjih preduzeća; Creative thinking and innovation as a key of successful entrepreneurial activities; Proceedings-Conference: Business Development 2011-Economic Policy and Small-Medium Enterprises; November EFZE; 373-384 pg; ISSN 1840-4006,
20. Čizmić, Elvir, Bilal, Kenan, Primjena principa menadžmenta znanja kao katalizator organizacijskog poslovnog uspjeha- The Knowledge Management Principles Application as Organizational Business Success Catalyst, Periodical for social Issues, Sarajevo University, 2010. maj/May-august/August, 101-123 pg., ISSN 0032-7271 (Print); ISSN 1986-5244 (Online)
21. Crnkić, Kenan; Čizmić, Elvir; Aziz, Šunje; Knowledge management and innovation as driving forces behind successful entrepreneurship, ICES 2012: „Beyond the Economics Crisis: Lessons Learned and Challenges Ahead“, October, 2012., Sarajevo, BIH;
22. Čizmić, Elvir; The process of formulating and implementing higher education institutions strategy-*Process formuliranja i implementacije strategije institucija visokog obrazovanja*, Zbornik radova “V savjetovanje o reformi visokog obrazovanja na UNSA” october 2011. pg., ISBN 978-9958-600-23-4
23. Čizmić, Elvir; Strategic planning as a frame for quality management successful implementation in higher education institutions (QM)-Strateško planiranje kao okvir za uspješnu implementaciju upravljanja kvalitetom u visokoškolskim institucijama (QM), Zbornik radova “VI savjetovanje o reformi visokog obrazovanja na UNSA” october 2012. pg., ISBN 978-9958-600-23-4
24. Čizmić Elvir, Aziz Šunje, Veljko Trivun, Croatian Scientific Conference of Management Departments, with international participation: Management, Leadership and Organisation in XXI Century: (Dis)continuities in the practice of organization and management, Management process improvement through application of Balanced Scorecard Concept – Case of School of Economics and Business Sarajevo; “Unaprjeđenje upravljačkog procesa primjenom Balanced Scorecard koncepta – slučaj Ekonomskog fakulteta u Sarajevu“ Split, Croatia, September, 2011. pg 68-75. ISBN 978-953-6025-55-8
25. Crnkić, Kenan; Čizmić, Elvir; Aziz, Šunje; Knowledge management and innovation as driving forces behind successful entrepreneurship, ICES 2012: „Beyond the Economics Crisis: Lessons Learned and Challenges Ahead“, October, 2012., Sarajevo, BIH;
26. Elvir, Čizmić; Imamović-Čizmić, Kanita; The principles of third generation universities functioning-lessons for universities in transition process; Periodical for social Issues, Sarajevo University, 2013. maj/May-august/August, 101-123 pg., ISSN 0032-7271 (Print); ISSN 1986-5244 (Online). (CEEOL)
27. Čizmić, Elvir; Crnkić, Kenan; Assuring of Learning Goals System Implementation as a Catalyst of School of Economics and Business Sarajevo Quality Upgrading, Advances in Economics and Business 1(2): 233-243, 2013, DOI: 10.13189/aeb.2013.010218, <http://www.hrpub.org>, Copyright © 2013 Horizon Research Publishing All rights reserved. ISSN: 2331-5059 (Print), ISSN: 2331-5075 (Online) (HRPUB)
28. Elvir, Čizmić, Venan, Hadžiselimović, Kenan, Crnkić, Sinhronizacija tržišta Nafta i Naftnih Derivata Bosne i Hercegovine sa Direktivama Evropske Unije, ZBORNİK RADOVA-Međunarodna Naučna Konferencija, Pravni i Ekonomski Aspekti Procesu Integracije Bosne i Hercegovine u Evropsku Uniju, 7-8 novembar, 2013, str: 76-98, ISBN 978-9958-604-78-2; COBISS.BH.-ID 20735750, Elvir, Čizmić, Venan, Hadžiselimović, Kenan, Crnkić, Bosnia and Herzegovina Oil and Oil Derivatives Market Alignment to European Union Directives, CONFERENCE PROCEEDING, Third International Scientific Conference „Legal and Economic Aspects of Bosnis and Herzegovina Integration Processes to European Union, 7-8 November, 2013, str: 76-98, ISBN 978-9958-604-78-2; COBISS.BH.-ID 20735750, (EBSCO)
29. Čizmić, Elvir; Kenan, Crnkić, Senad, Softić, Sistem osiguranja učenja kao katalizator unapređenja kvaliteta nastavnog procesa visokoškolskih institucija“ **ZBORNİK RADOVA**; Treća Internacionalna naučna

- konfrenacija „Ekonomija Integracija“-ICEI u organizaciji Ekonomskog fakulteta Univerziteta u Tuzli na temu Znanjem od recesije ka prosperitetu; 6-7 decembar, Tuzla, Bosna i Hercegovina, strana 647-664; ISSN 2233-0445, Čizmić, Elvir; Kenan, Crnkić, Senad, Softić, **ASSURANCE OF LEARNING AIMS SYSTEM AS AN ACCELERANT OF HIGHER EDUCATION INSTITUTION LECTURING PROCESS QUALITY UPGRADING CONFERENCE PROCEEDING**; Third International Scientific Conference "Economy of Integration"- ICEI 2013; „Using Knowledge to Move from Recession to Prosperity" 6-7 December, Tuzla, Bosna i Hercegovina / **pg: 647-664, ISSN 2233-0445 (EBSCO)**
30. Elvir, Čizmić, Kenan, Crnkić, Senad, Softić, **DIZAJNIRANJE ORGANIZACIJSKE STRUKTURE VISOKOŠKOLSKIH INSTITUCIJA TREĆE GENERACIJE**, Zbornik radova; ISBN: 978-953-7153-32-8; **ORGANISATIONAL STRUCTURE DESIGNING OF THIRD GENERATION HIGHER EDUCATION INSTITUTIONS**; to the 3rd regional meeting & scientific conference of management departments: **MANAGEMENT, LEADERSHIP AND ORGANISATION IN 21st CENTURY**, held on 25-26th September 2013, on the premises of Department of Economics and Business Economics at the University of Dubrovnik, Croatia; *Book of Proceedings*; ISBN: 978-953-7153-32-8
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 32. Senad, Softić, Čizmić, Elvir; Kenan, Crnkić, Kriza i krizni menadžment preduzeća u Bosni i Hercegovini, Zbornik radova, Sveučilište u Mostaru-Ekonomski fakultet, 2013. strana 93-108, ISSN 1840-3255, (Journal of economic Literature Pittsburg, Pannsylvania, USA – JEL on CD, e-JEL, EconLit, EBSCO); Crisis and Crisis Management of Companies in Bosnia and Herzegovina, Journal of Economy and Business, Mostar University-Faculty of Economics, 2013. pg: 93-108, ISSN 1840-3255, (Journal of economic Literature Pittsburg, Pannsylvania, USA – JEL on CD, e-JEL, EconLit, EBSCO);
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IV. ADDITIONAL REFERENCES

- STUDY VISITS

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2. Study visit in Canada Faculty development initiative Workshop, University of Alberta International and E-net center Faculty of Economics and Business Sarajevo, Canada, Alberta, Edmonton, June 2006.
3. Seminar/Summer School Delegate: 3EP-European Entrepreneurship Educators Programme-European Commission and Faculty of Economics/University of JJ Strossmayer Osijek, Croatia, 26-31. 08. 2012.

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7. Assistant Professor; subject: Human Resources Management, Sarajevo University, Faculty of Business and Economics Sarajevo-Master program-Stream Managing of Public Sector, 2010.
8. Assistant Professor; subject: Contemporary Managerial Concepts, Sarajevo University, Faculty of Business and Economics Sarajevo-Master program-Stream Management and Organization, 2010.
9. Assistant Professor; subject: Non for Profit Organizations Management, University Zenica, Islamic Pedagogical Faculty, October, 2008-February, 2009.
10. Member of Expert team: Strategic plan for energy sector development of F BiH: **MODELI FINANSIRANJA IZGRADNJE I KORIŠTENJA ENERGETSKIH OBJEKATA-MODELS FOR FINANCING, BUILDING AND HARNESING OF ENERGETIC OBJECTS**; <http://www.fbihvlada.gov.ba/bosanski/izdvajamo/SPP-sept-08-PRIJEDLOG.pdf>
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15. Member of coordination team for Termo Power Plant Kakanj block 6 – 10 MW and Termo Power Plant Tuzla block 6 – 215 MW 2009-11./Član koordinacionog tima za Projekta revitalizacije bloka 6 – 110 MW u TE Kakanj i Projekta revitalizacije bloka 6 – 215 MW u TE Tuzla. 2009-11.
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18. TEMPUS; International symposium: Modernising Teacher Education in a European Perspective; Rektorat UNSA, Sarajevo, October, 2011.
19. The sixth counselling of higher education reform-Sarajevo University: Quality Assurance of Higher Education System, Sarajevo, April, 2012.; VI savjetovanje o reformi visokog obrazovanja-Univerzitet u Sarajevu: *Osiguranje kvalitete u visokom obrazovanju*, Sarajevo, April, 2012.

OTHER RELEVANT INFORMATIONS

Additional professional education

1. Advanced courses of English language Muwafaque – Zenica,
2. Trainings and workshops «Political marketing area» foundation - Konrad Adenauer,
3. Various kind of seminars for property insurance and liability insurance,